

American Association
of Colleges of Nursing

1993-1994

Salaries of Administrative Nursing Faculty

*in Baccalaureate and Graduate
Programs in Nursing*

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INSTITUTIONAL DATA SYSTEMS

1993-1994

SALARIES OF ADMINISTRATIVE NURSING FACULTY

IN

Baccalaureate and Graduate Programs in Nursing

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Table of Contents

	Page
Background	1
Methodology	1
Survey Questionnaire	1
Quality of Data	1
Conversion of Salaries	2
Response Rates	2
Results	2
A. Description of the Survey Population	2
1. Institutional Characteristics	2
2. Administrative Faculty Characteristics	4
B. Administrative Faculty Salaries	4
1. Overview	4
2. Percentile Salaries Stratified by Selected Variables	4

List of Tables

		Page
Table 1.	Institutional Characteristics of Member and Nonmember Schools With Administrative Nursing Faculty	3
Table 2.	Selected Characteristics of Administrative Faculty Included in the Salaries Analysis	5
Table 3.	ACADEMIC YEAR: Minimum, Maximum, Mean, and Median Salaries for Administrative Nursing Faculty According to Rank, Title, and Degree Level	6
Table 4.	CALENDAR YEAR: Minimum, Maximum, Mean, and Median Salaries for Administrative Nursing Faculty According to Rank, Title, and Degree Level	7
Table 5.	Academic and Calendar Year Percentile Salaries for Administrative Nursing Faculty According to Rank, Title, and Degree Level	8
Table 6.	Percentile Salaries for Administrative Nursing Faculty by ACADEMIC and CALENDAR Year Basis and Title for All Schools	9
Table 7.	ACADEMIC YEAR: Percentile Salaries for Administrative Nursing Faculty by Region and Title	10
Table 8.	ACADEMIC YEAR: Percentile Salaries for Administrative Nursing Faculty by Type of Institution and Title	11
Table 9.	ACADEMIC YEAR: Percentile Salaries For Administrative Nursing Faculty by University or Four-Year College and Title	12
Table 10.	ACADEMIC YEAR: Percentile Salaries For Administrative Nursing Faculty by Academic Health Center and Title	13
Table 11.	CALENDAR YEAR: Percentile Salaries for Administrative Nursing Faculty by Region and Title	14
Table 12.	CALENDAR YEAR: Percentile Salaries for Administrative Nursing Faculty by Type of Institution and Title	15
Table 13.	CALENDAR YEAR: Percentile Salaries For Administrative Nursing Faculty by University or Four-Year College and Title	16
Table 14.	CALENDAR YEAR: Percentile Salaries For Administrative Nursing Faculty by Academic Health Center and Title	17

List of Appendices

		Page
Appendix A	List of Institutions That Reported Required Data on the 1993-94 Administrative Nursing Faculty Survey	18
Appendix B	Carnegie Classification Definitions	24

BACKGROUND

The mission of the American Association of Colleges of Nursing (AACN) is to foster quality preparation of nurse clinicians, scientists, educators, administrators, consultants, and policy makers for leadership in nursing. The Data Bank Project, begun in 1978, was established to develop a database supportive of policy research and decision making by member institutions and the Association. This project formed the foundation for the Institutional Data Systems (IDS), which gathers and publishes data annually on enrollment, graduations, and faculty and deans' salaries with related information. Data on administrative nursing faculty salaries were collected and published annually until 1984 when the decision was made to gather data for publication biennially. This is the fifth biennial report on administrative faculty salaries.

METHODOLOGY

Survey Questionnaire

The survey instrument was designed to gather information on salaries and related information such as degree level, rank, administrative title, tenure status, gender and race/ethnicity. *Administrative faculty were defined as full-time nurse faculty who devoted 50 percent or more of their time to administrative responsibilities.*

Survey forms were mailed to 637 (member = 447, nonmember = 190) baccalaureate and higher degree programs in nursing on September 3, 1993. Telephone calls were made to the institutions that did not respond by the October 25 deadline.

Quality of Data

The data presented in IDS reports are based on actual counts and estimation procedures are not used. Therefore, rigorous data cleaning procedures were followed before data sets were analyzed.

Each questionnaire was edited twice for completeness when it was received. Telephone calls were made to respondents in order to obtain missing information. All data forms were scanned directly into ASCII files by an optical mark reader. Frequency distributions were obtained on all variables and inspected for outliers. In addition, multiple internal consistency checks were conducted, and key variables were compared to 1992 data in order to detect discrepancies and misclassifications. Telephone calls were made to the institutions in order to resolve inconsistencies and discrepancies in the data. However, if the problems could not be resolved to the research director's satisfaction, these data were excluded from the analysis. All data were kept in locked file cabinets in the data coordinator's office. Paradox 3.5 was used to manage the data and SPSS/PC+ V5.0.1 was used to analyze the data.

Conversion of Salaries

All salaries were converted to a calendar year basis (11-12 months). Salaries reported on an academic year basis (9-10 months) were multiplied by eleven-ninths (11/9). This conversion allows the salaries of all administrative faculty to appear in all tables.

Response Rates

Four hundred seventy-one surveys (382 member and 89 nonmember) were returned, yielding an overall response rate of 73.9 percent. The response rate for member schools was 85.5 percent; for nonmember schools the rate was 46.8 percent.

Administrative faculty were included in the salaries analysis if they did not hold acting or interim administrative titles and if there were no missing data on degree level, rank, title, salary, and salary basis. Of the 244 schools that reported administrative faculty, 199 member (624 individuals) and 14 nonmember (17 individuals) schools were included in the analysis; Appendix A lists these institutions. Two hundred twenty-seven institutions reported no administrative faculty.

RESULTS

A. Description of the Survey Population

1. Institutional Characteristics

Table 1 summarizes the institutional characteristics of the 244 member and nonmember respondents with administrative nursing faculty. The largest groups of both member and nonmember schools were located in the South, 34.2 percent and 59 percent, respectively. The largest proportion of both member (62.1%) and nonmember (45.5%) programs were located in public institutions and situated within universities (83.8% member and 54.5% nonmember).

Almost 64 percent (63.6%) of nonmember respondents described their programs as departments or divisions, whereas 69.8 percent of member programs were described as autonomous schools or colleges. Sixty-six member schools (29.7%) were located in academic health centers. Seventy-nine member (35.6%) and 8 nonmember (34.3%) schools were classified as Comprehensive I institutions. Carnegie Code classifications and definitions appear in Appendix B.

**Table 1. Institutional Characteristics of Member and Nonmember Schools
With Administrative Nursing Faculty.**

CHARACTERISTIC	MEMBER NUMBER	(N=222) (%)	NONMEMBER NUMBER	(N=22) (%)	TOTAL NUMBER	(N=244) (%)
Region						
North Atlantic	55	(24.8)	3	(13.6)	58	(23.8)
Midwest	61	(27.5)	5	(22.8)	66	(27.0)
South	76	(34.2)	11	(59.0)	87	(35.7)
West	30	(13.5)	3	(13.6)	33	(13.5)
Type of Institution						
Public	138	(62.1)	10	(45.5)	148	(60.7)
Private Secular	31	(14.0)	3	(13.6)	34	(13.9)
Private Religious	51	(23.0)	9	(40.9)	60	(24.6)
Consortium	2	(0.9)	0	(0.0)	2	(0.8)
Parent Institution						
University	186	(83.8)	12	(54.5)	198	(81.2)
Four-year College	34	(15.3)	10	(45.5)	44	(18.0)
Other	2	(0.9)	0	(0.0)	2	(0.8)
Description of Program						
Autonomous	155	(69.8)	6	(27.3)	161	(66.0)
Department/Division	63	(28.4)	14	(63.6)	77	(31.5)
Freestanding	4	(1.8)	2	(9.1)	6	(2.5)
Part of Academic Health Center						
Yes	66	(29.7)	0	(0.0)	66	(27.0)
No	156	(70.3)	22	(100.0)	178	(73.0)
Carnegie Classification						
Comprehensive I	79	(35.6)	8	(34.3)	87	(35.8)
Comprehensive II	15	(6.8)	6	(27.3)	21	(8.6)
Doctorate-Granting I	23	(10.3)	0	(0.0)	23	(9.4)
Doctorate-Granting II	19	(8.6)	0	(0.0)	19	(7.8)
Liberal Arts I	2	(0.9)	2	(9.1)	4	(1.6)
Liberal Arts II	17	(7.7)	2	(9.1)	19	(7.8)
Research I	33	(14.8)	0	(0.0)	33	(13.5)
Research II	12	(5.4)	0	(0.0)	12	(4.9)
Specialized	18	(8.1)	2	(9.1)	20	(8.2)
Other	2	(0.9)	0	(0.0)	2	(0.8)
No Classification	2	(0.9)	2	(9.1)	4	(1.6)

2. Administrative Faculty Characteristics

Two hundred thirteen institutions with administrative nursing faculty were included in the salaries analysis, yielding a total of 641 individuals. The characteristics of these 641 individuals are presented in Table 2. Sixty-eight faculty members holding interim or acting titles were not included in the salaries analysis.

B. Administrative Faculty Salaries

1. Overview

Minimum, maximum, mean, and median salaries for faculty according to rank, administrative title, and degree level for both academic and calendar year bases are found in Tables 3 and 4, respectively. Salaries reported on an academic basis ranged from a low of \$27,654 for a doctorally prepared coordinator with the rank of assistant professor to a high of \$125,000 for an assistant dean with a doctoral degree with the rank of associate professor. The salaries reported on a calendar basis ranged from a low of \$33,000 for a doctorally prepared coordinator with the rank of assistant professor to a high of \$153,426 for an assistant dean holding the rank of associate professor.

Tables 5 presents 25th, 50th and 75th percentile salaries for academic and calendar bases for administrative faculty by degree level, faculty rank, and title. Regarding percentile salaries, the salary figure shown is the salary at that percentile. Salary ranges within a quartile can be constructed in relation to other quartiles. For example, the third quartile salaries on an academic year basis for a doctorally prepared associate dean with the rank of professor ranged from \$61,528 through and including \$66,471 (Table 5).

2. Percentile Salaries Stratified by Selected Variables

Academic and calendar year percentile salaries for all schools by title are presented in Table 6. Academic year salaries stratified by title and region, source of institutional support, universities, four-year colleges, and academic health center status are presented in Tables 7 through 10; calendar year data appear in Tables 11 through 14. A dot appears when the number of individuals in a cell is too small to protect confidentiality.

Table 2. Selected Characteristics of Administrative Faculty Included in the Salaries Analysis.

CHARACTERISTIC	MEMBER NUMBER	(N=624) (%)	NONMEMBER NUMBER	(N=17) (%)	TOTAL NUMBER	(N=641) (%)
Title						
Associate Dean	167	(26.8)	1	(5.9)	168	(26.3)
Assistant Dean	74	(11.9)	0	(0.0)	74	(11.5)
Chair	121	(19.4)	3	(17.6)	124	(19.4)
Director	155	(24.8)	6	(35.4)	161	(25.1)
Head	11	(1.8)	0	(0.0)	11	(1.7)
Coordinator	67	(10.7)	3	(17.6)	70	(10.9)
Assistant to	14	(2.2)	1	(5.9)	15	(2.3)
Other Title	15	(2.4)	3	(17.6)	18	(2.8)
Rank						
Professor	169	(27.1)	4	(23.5)	173	(27.0)
Associate Professor	305	(48.9)	6	(35.3)	311	(48.5)
Assistant Professor	116	(18.6)	4	(23.5)	120	(18.7)
Instructor	10	(1.6)	0	(0.0)	10	(1.6)
Other	24	(3.8)	3	(17.7)	27	(4.2)
Degree Level						
Doctoral	519	(83.2)	9	(52.9)	528	(82.4)
Nondoctoral	105	(16.8)	8	(47.1)	113	(17.6)
Tenure Status						
Tenured	382	(61.2)	9	(53.0)	391	(61.0)
Tenure Track, not Tenured	119	(19.1)	3	(17.6)	122	(19.0)
Nontenure Track	85	(13.6)	1	(5.9)	86	(13.4)
No Tenure System	38	(6.1)	4	(23.5)	42	(6.6)
Salary Basis						
Academic	161	(25.8)	9	(52.9)	170	(26.5)
Calendar	463	(74.2)	8	(47.1)	471	(73.5)
Gender						
Female	598	(96.1)	17	(100.0)	615	(96.2)
Male	24	(3.9)	0	(0.0)	24	(3.8)
Not Reported	(2)				(2)	
Race/Ethnicity						
White	568	(93.2)	13	(76.4)	581	(92.8)
Black	29	(4.8)	2	(11.8)	31	(5.0)
Hispanic	1	(0.2)	2	(11.8)	3	(0.5)
American Indian or Alaskan Native	2	(0.3)	0	(0.0)	2	(0.3)
Asian or Pacific Islander	9	(1.5)	0	(0.0)	9	(1.4)
Not Reported	(15)				(15)	

Table 3. ACADEMIC YEAR: Minimum, Maximum, Mean and Median Salaries for Administrative Nursing Faculty According to Rank, Title, and Degree Level.

	Rank								
	Professor			Associate			Assistant		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Associate Dean									
Doctoral	66	\$41,885	\$88,200	78	\$41,762	\$73,900	8	\$37,527	\$50,318
Nondoctoral	1	.	.	7	\$39,900	\$94,091	5	\$39,273	\$67,091
Assistant Dean									
Doctoral	10	\$44,859	\$69,545	39	\$40,602	\$125,530	12	\$38,499	\$53,000
Nondoctoral	1	.	.	5	\$41,285	\$58,886	4	.	.
Chair									
Doctoral	35	\$38,618	\$119,454	75	\$33,700	\$94,091	8	\$38,550	\$55,875
Nondoctoral	0	.	.	1	.	.	5	\$31,476	\$74,096
Director									
Doctoral	40	\$36,200	\$90,478	56	\$33,418	\$66,377	21	\$33,960	\$65,454
Nondoctoral	0	.	.	15	\$28,636	\$61,363	16	\$31,276	\$54,866
Head									
Doctoral	6	\$48,862	\$78,036	3	.	.	1	.	.
Nondoctoral	0	.	.	0	.	.	1	.	.
Coordinator									
Doctoral	9	\$38,845	\$65,638	16	\$35,000	\$62,620	16	\$27,654	\$50,500
Nondoctoral	0	.	.	4	.	.	12	\$29,972	\$50,811
Assistant to									
Doctoral	0	.	.	4	.	.	2	.	.
Nondoctoral	1	.	.	2	.	.	4	.	.
Other Title									
Doctoral	4	.	.	5	\$38,340	\$53,112	1	.	.
Nondoctoral	0	.	.	1	.	.	4	.	.

	Rank								
	Professor			Associate			Assistant		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Associate Dean									
Doctoral	\$61,184	\$9,321	\$61,527	\$55,745	\$7,244	\$55,846	\$45,505	\$4,109	\$46,303
Nondoctoral	.	.	.	\$56,275	\$20,182	\$49,091	\$49,643	\$12,165	\$43,410
Assistant Dean									
Doctoral	\$53,736	\$9,345	\$50,152	\$54,901	\$13,965	\$51,545	\$45,843	\$5,236	\$46,275
Nondoctoral	.	.	.	\$49,551	\$6,950	\$48,948	.	.	.
Chair									
Doctoral	\$60,693	\$13,666	\$58,066	\$51,213	\$8,570	\$50,900	\$45,900	\$5,369	\$46,340
Nondoctoral	.	.	.	.	.	.	\$46,915	\$17,212	\$45,108
Director									
Doctoral	\$55,843	\$13,848	\$52,191	\$48,771	\$8,178	\$48,330	\$43,163	\$7,766	\$40,475
Nondoctoral	.	.	.	\$47,600	\$9,971	\$47,984	\$39,801	\$6,062	\$38,424
Head									
Doctoral	\$65,423	\$13,056	\$67,799	.	.	.	.	.	.
Nondoctoral	.	.	.	.	.	.	.	.	.
Coordinator									
Doctoral	\$52,137	\$10,223	\$54,000	\$46,530	\$ 6,426	\$47,002	\$40,811	\$5,206	\$41,277
Nondoctoral	.	.	.	.	.	.	\$36,801	\$6,473	\$34,500
Assistant to									
Doctoral	.	.	.	.	.	.	.	.	.
Nondoctoral	.	.	.	.	.	.	.	.	.
Other Title									
Doctoral	.	.	.	\$45,078	\$6,030	\$44,925	.	.	.
Nondoctoral	.	.	.	.	.	.	.	.	.

Table 4. CALENDAR YEAR: Minimum, Maximum, Mean and Median Salaries for Administrative Nursing Faculty According to Rank, Title, and Degree Level.

	Rank								
	Professor			Associate			Assistant		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Associate Dean									
Doctoral	66	\$51,193	\$107,800	78	\$51,042	\$90,322	8	\$45,867	\$61,500
Nondoctoral	1	.	.	7	\$48,767	\$115,000	5	\$48,000	\$82,000
Assistant Dean									
Doctoral	10	\$54,828	\$85,000	39	\$49,625	\$153,426	12	\$47,055	\$64,778
Nondoctoral	1	.	.	5	\$50,460	\$71,972	4	.	.
Chair									
Doctoral	35	\$47,200	\$146,000	75	\$41,188	\$115,000	8	\$47,117	\$68,292
Nondoctoral	0	.	.	1	.	.	5	\$38,471	\$90,562
Director									
Doctoral	40	\$44,244	\$110,584	56	\$40,844	\$81,128	21	\$41,507	\$80,000
Nondoctoral	0	.	.	15	\$35,000	\$75,000	16	\$38,266	\$67,059
Head									
Doctoral	6	\$59,720	\$95,378	3	.	.	1	.	.
Nondoctoral	0	.	.	0	.	.	1	.	.
Coordinator									
Doctoral	9	\$47,477	\$80,224	16	\$42,778	\$76,535	16	\$33,800	\$61,722
Nondoctoral	0	.	.	4	.	.	12	\$36,632	\$62,102
Assistant to									
Doctoral	0	.	.	4	.	.	2	.	.
Nondoctoral	1	.	.	2	.	.	4	.	.
Other Title									
Doctoral	4	.	.	5	\$46,860	\$64,915	1	.	.
Nondoctoral	0	.	.	1	.	.	4	.	.

	Rank								
	Professor			Associate			Assistant		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Associate Dean									
Doctoral	\$74,781	\$11,393	\$75,200	\$68,132	\$8,853	\$68,256	\$55,617	\$5,022	\$56,592
Nondoctoral	.	.	.	\$68,780	\$24,667	\$60,000	\$60,675	\$14,868	\$53,057
Assistant Dean									
Doctoral	\$65,678	\$11,422	\$61,297	\$67,102	\$17,068	\$63,000	\$56,030	\$6,400	\$56,559
Nondoctoral	.	.	.	\$60,562	\$8,495	\$59,826	.	.	.
Chair									
Doctoral	\$74,181	\$16,703	\$70,970	\$62,593	\$10,475	\$62,211	\$56,100	\$6,562	\$56,638
Nondoctoral	.	.	.	.	.	.	\$57,341	\$21,037	\$55,132
Director									
Doctoral	\$68,252	\$16,925	\$63,789	\$59,609	\$9,995	\$59,070	\$52,754	\$9,492	\$49,470
Nondoctoral	.	.	.	\$58,178	\$12,187	\$58,647	\$48,645	\$7,409	\$46,963
Head									
Doctoral	\$79,961	\$15,958	\$82,865	.	.	.	.	.	.
Nondoctoral	.	.	.	.	.	.	.	.	.
Coordinator									
Doctoral	\$63,722	\$12,495	\$66,000	\$56,870	\$ 7,854	\$57,447	\$49,880	\$6,363	\$50,449
Nondoctoral	.	.	.	.	.	.	\$44,979	\$7,910	\$42,167
Assistant to									
Doctoral	.	.	.	.	.	.	.	.	.
Nondoctoral	.	.	.	.	.	.	.	.	.
Other Title									
Doctoral	.	.	.	\$55,096	\$7,371	\$54,908	.	.	.
Nondoctoral	.	.	.	.	.	.	.	.	.

Table 5. Academic and Calendar Year Percentile Salaries for Administrative Nursing Faculty According to Rank, Title, and Degree Level.

ACADEMIC YEAR:

	Rank								
	Professor			Associate			Assistant		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Associate Dean									
Doctoral	\$55,589	\$61,527	\$66,471	\$49,493	\$55,846	\$61,442	\$43,163	\$46,303	\$48,825
Nondoctoral	.	.	.	\$40,160	\$49,091	\$71,182	\$40,052	\$43,410	\$62,350
Assistant Dean									
Doctoral	\$46,093	\$50,152	\$63,071	\$47,461	\$51,545	\$58,386	\$40,909	\$46,275	\$51,313
Nondoctoral	.	.	.	\$43,143	\$48,948	\$56,261	.	.	.
Chair									
Doctoral	\$53,989	\$58,066	\$64,613	\$45,483	\$50,900	\$55,891	\$41,762	\$46,340	\$48,667
Nondoctoral	.	.	.	.	.	.	\$32,306	\$45,108	\$62,427
Director									
Doctoral	\$45,134	\$52,191	\$64,200	\$42,397	\$48,330	\$54,937	\$38,118	\$40,475	\$50,086
Nondoctoral	.	.	.	\$38,247	\$47,984	\$56,923	\$34,966	\$38,424	\$44,646
Head									
Doctoral	\$51,427	\$67,798	\$77,828	.	.	.	.	.	.
Nondoctoral	.	.	.	.	.	.	.	.	.
Coordinator									
Doctoral	\$42,072	\$54,000	\$62,795	\$41,496	\$47,002	\$50,164	\$37,677	\$41,277	\$44,040
Nondoctoral	.	.	.	.	.	.	\$31,885	\$34,500	\$42,571
Assistant to									
Doctoral	.	.	.	.	.	.	.	.	.
Nondoctoral	.	.	.	.	.	.	.	.	.
Other Title									
Doctoral	.	.	.	\$39,337	\$44,925	\$50,897	.	.	.
Nondoctoral	.	.	.	.	.	.	.	.	.

CALENDAR YEAR:

	Rank								
	Professor			Associate			Assistant		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Associate Dean									
Doctoral	\$67,942	\$75,200	\$81,243	\$60,491	\$68,256	\$75,096	\$52,755	\$56,592	\$59,675
Nondoctoral	.	.	.	\$49,084	\$60,000	\$87,000	\$48,953	\$53,057	\$76,206
Assistant Dean									
Doctoral	\$56,336	\$61,297	\$77,087	\$58,008	\$63,000	\$71,361	\$50,000	\$56,559	\$62,716
Nondoctoral	.	.	.	\$52,730	\$59,826	\$68,763	.	.	.
Chair									
Doctoral	\$65,987	\$70,970	\$78,972	\$55,590	\$62,211	\$68,311	\$51,042	\$56,638	\$59,482
Nondoctoral	.	.	.	.	.	.	\$39,485	\$55,132	\$76,300
Director									
Doctoral	\$55,164	\$63,789	\$78,467	\$51,819	\$59,070	\$67,145	\$46,589	\$49,470	\$61,216
Nondoctoral	.	.	.	\$46,746	\$58,647	\$69,573	\$42,737	\$46,963	\$54,568
Head									
Doctoral	\$62,855	\$82,865	\$95,123	.	.	.	.	.	.
Nondoctoral	.	.	.	.	.	.	.	.	.
Coordinator									
Doctoral	\$51,421	\$66,000	\$76,749	\$50,717	\$57,447	\$61,312	\$46,049	\$50,449	\$53,826
Nondoctoral	.	.	.	.	.	.	\$38,970	\$42,167	\$52,032
Assistant to									
Doctoral	.	.	.	.	.	.	.	.	.
Nondoctoral	.	.	.	.	.	.	.	.	.
Other Title									
Doctoral	.	.	.	\$48,078	\$54,908	\$62,207	.	.	.
Nondoctoral	.	.	.	.	.	.	.	.	.

**Table 6. Percentile Salaries for Administrative Nursing Faculty
by ACADEMIC and CALENDAR Year Basis and Title for All Schools.**

SALARY BASIS	N	10TH	25TH	50TH	75TH	90TH
Academic Year						
Associate Dean	168	\$43,807	\$49,641	\$57,280	\$63,988	\$68,304
Assistant Dean	74	49,909	45,441	49,416	53,851	65,035
Chair	124	40,324	46,055	52,679	57,629	64,899
Director	161	35,949	39,299	45,137	54,015	62,994
Head	11	33,296	38,872	52,282	74,234	77,981
Coordinator	70	31,694	36,694	41,084	46,701	53,711
Assistant to	15	27,049	34,364	39,027	45,491	53,510
Other Title	18	28,255	37,157	44,962	49,021	58,770
Calendar Year						
Associate Dean	168	\$53,542	\$60,672	\$70,008	\$78,207	\$83,483
Assistant Dean	74	50,000	55,539	60,397	65,817	79,488
Chair	124	49,284	56,289	64,386	70,436	79,321
Director	161	43,938	48,032	55,167	66,018	76,993
Head	11	40,695	47,510	63,900	90,730	95,310
Coordinator	70	38,737	44,849	50,213	57,079	65,647
Assistant to	15	33,061	42,000	47,700	55,600	65,401
Other Title	18	34,534	45,415	54,954	59,915	71,830

Table 7. ACADEMIC YEAR: Percentile Salaries for Administrative Nursing Faculty by Region and Title.

REGION	N	10TH	25TH	50TH	75TH	90TH
North Atlantic						
Associate Dean	26	\$45,395	\$55,234	\$60,916	\$67,558	\$74,259
Assistant Dean	10	40,909	44,405	49,634	52,068	67,954
Chair	22	38,632	43,636	49,548	56,931	58,266
Director	34	35,166	40,517	49,678	55,395	61,842
Head	0	.	.	.	.	.
Coordinator	24	29,162	35,835	41,169	44,152	53,264
Assistant to	6	.	32,291	38,197	47,659	.
Other Title	0	.	.	.	.	.
Midwest						
Associate Dean	54	\$43,157	\$50,257	\$57,496	\$64,300	\$67,705
Assistant Dean	24	43,286	46,204	50,154	54,789	65,035
Chair	37	39,818	44,795	52,701	60,391	74,397
Director	55	35,597	37,955	44,568	51,200	61,910
Head	8	.	35,815	50,572	76,877	.
Coordinator	17	29,558	35,086	40,621	44,524	48,323
Assistant to	2	.	.	.	.	.
Other Title	9	.	39,337	44,460	50,611	.
South						
Associate Dean	57	\$44,815	\$50,396	\$56,431	\$61,749	\$65,119
Assistant Dean	35	40,648	45,052	50,749	55,954	66,648
Chair	46	44,413	48,063	52,211	56,846	61,984
Director	53	35,476	38,597	44,466	51,873	63,938
Head	3	.	.	.	.	.
Coordinator	24	33,138	36,956	42,125	49,571	62,795
Assistant to	6	.	30,437	38,264	46,553	.
Other Title	4	.	.	.	.	.
West						
Associate Dean	31	\$43,366	\$47,273	\$55,659	\$61,762	\$73,572
Assistant Dean	5	.	.	46,509	.	.
Chair	19	39,430	45,736	55,452	63,170	71,124
Director	19	41,114	44,327	51,929	61,312	74,549
Head	0	.	.	.	.	.
Coordinator	5	.	.	.	.	.
Assistant to	1	.	.	.	.	.
Other Title	5	.	.	.	.	.

**Table 8. ACADEMIC YEAR: Percentile Salaries For Administrative Nursing Faculty
by Type of Institution and Title.**

TYPE OF INSTITUTION	N	10TH	25TH	50TH	75TH	90TH
Public						
Associate Dean	122	\$47,349	\$51,565	\$57,664	\$64,028	\$67,902
Assistant Dean	60	41,361	46,457	50,998	55,715	66,447
Chair	95	41,302	45,736	52,347	57,273	62,082
Director	113	36,867	41,183	45,409	54,971	63,938
Head	11	33,296	38,872	52,282	74,234	77,981
Coordinator	41	31,868	36,744	41,430	50,030	59,908
Assistant to	7	.	31,349	37,500	45,491	.
Other Title	12	22,308	38,838	45,882	52,344	65,299
Private Secular						
Associate Dean	18	\$43,363	\$48,102	\$62,196	\$69,648	\$76,997
Assistant Dean	7	.	40,909	48,406	51,545	.
Chair	17	39,609	45,543	53,849	73,033	99,164
Director	14	34,375	40,344	49,893	54,053	73,429
Head	0	.	.	.	.	.
Coordinator	4	.	.	.	.	.
Assistant to	5	.	.	.	.	.
Other Title	1	.	.	.	.	.
Private Religious						
Associate Dean	27	\$40,108	\$43,364	\$49,500	\$57,273	\$64,636
Assistant Dean	7	.	43,754	45,000	47,563	.
Chair	10	33,193	43,832	50,565	55,901	73,734
Director	30	34,044	36,800	41,429	50,356	61,506
Head	0	.	.	.	.	.
Coordinator	23	29,007	35,000	40,621	43,417	45,819
Assistant to	3	.	.	.	.	.
Other Title	5	.	.	.	.	.

**Table 9. ACADEMIC YEAR: Percentile Salaries For Administrative Nursing Faculty
by University or Four-Year College and Title.**

INSTITUTION	N	10TH	25TH	50TH	75TH	90TH
University						
Associate Dean	163	\$44,899	\$50,064	\$57,481	\$64,141	\$68,669
Assistant Dean	69	40,909	45,576	49,741	54,558	65,071
Chair	119	41,739	47,210	53,182	57,796	65,184
Director	140	36,310	40,631	45,987	54,544	62,997
Head	11	33,296	38,872	52,282	74,234	77,981
Coordinator	57	32,071	39,002	41,430	46,756	54,029
Assistant to	13	29,160	34,932	39,027	45,245	50,729
Other Title	13	23,922	39,337	45,000	51,576	64,211
Four-Year College						
Associate Dean	3	.	.	.	.	.
Assistant Dean	5	.	.	.	.	.
Chair	5	.	.	.	.	.
Director	19	33,418	38,583	41,727	45,133	65,454
Head	0	.	.	.	.	.
Coordinator	12	27,728	31,134	36,922	46,019	50,666
Assistant to	1	.	.	.	.	.
Other Title	5	.	.	.	.	.

**Table 10. ACADEMIC YEAR: Percentile Salaries For Administrative Nursing Faculty
by Academic Health Center and Title.**

ACADEMIC HEALTH CENTER	N	10TH	25TH	50TH	75TH	90TH
Yes						
Associate Dean	111	\$46,839	\$53,182	\$60,412	\$65,274	\$71,893
Assistant Dean	31	43,082	47,791	52,370	58,886	66,695
Chair	75	45,881	50,294	55,891	61,125	68,670
Director	71	38,055	43,223	50,172	57,305	64,206
Head	3	.	.	.	.	.
Coordinator	25	36,531	40,184	42,955	50,030	63,268
Assistant to	2	.	.	.	.	.
Other Title	8	.	41,941	49,361	56,539	.
No						
Associate Dean	57	\$42,724	\$46,887	\$51,537	\$59,081	\$64,220
Assistant Dean	43	40,633	44,859	47,563	53,182	60,921
Chair	49	38,550	40,324	47,210	53,411	57,796
Director	90	34,466	38,004	43,601	49,481	59,220
Head	8	.	35,815	44,693	55,682	.
Coordinator	45	29,765	33,422	40,080	45,290	51,569
Assistant to	13	26,724	32,856	37,500	44,535	50,598
Other Title	10	18,663	30,448	43,605	45,768	48,105

Table 11. CALENDAR YEAR: Percentile Salaries for Administrative Nursing Faculty by Region and Title.

REGION	N	10TH	25TH	50TH	75TH	90TH
North Atlantic						
Associate Dean	26	\$55,483	\$67,508	\$74,453	\$82,571	\$90,761
Assistant Dean	10	50,000	54,273	60,663	63,639	83,055
Chair	22	47,217	53,333	60,559	69,582	71,214
Director	34	42,980	49,521	60,718	67,705	75,584
Head	0	.	.	.	.	.
Coordinator	24	35,642	43,798	50,318	53,963	65,101
Assistant to	6	.	39,466	46,686	58,250	.
Other Title	0	.	.	.	.	.
Midwest						
Associate Dean	54	\$52,747	\$61,425	\$70,272	\$78,589	\$82,750
Assistant Dean	24	52,905	56,471	61,300	66,965	79,488
Chair	37	48,666	54,749	64,412	73,811	90,930
Director	55	43,486	46,390	54,472	62,578	75,668
Head	8	.	43,774	61,810	93,961	.
Coordinator	17	36,125	42,883	49,648	54,418	59,061
Assistant to	2	.	.	.	.	.
Other Title	9	.	48,078	54,340	61,857	.
South						
Associate Dean	57	\$54,774	\$61,595	\$68,971	\$75,471	\$79,589
Assistant Dean	35	49,681	55,064	62,027	68,388	81,458
Chair	46	54,282	58,744	63,814	69,479	75,758
Director	53	43,360	47,174	54,348	63,400	78,146
Head	3	.	.	.	.	.
Coordinator	24	40,502	45,168	51,486	60,587	76,749
Assistant to	6	.	37,201	46,767	56,898	.
Other Title	4	.	.	.	.	.
West						
Associate Dean	31	\$53,003	\$57,778	\$68,028	\$80,376	\$89,922
Assistant Dean	5	.	.	54,844	.	.
Chair	19	48,192	55,900	67,775	77,208	86,929
Director	19	50,250	54,177	63,469	74,937	91,116
Head	0	.	.	.	.	.
Coordinator	5	.	.	.	.	.
Assistant to	1	.	.	.	.	.
Other Title	5	.	.	.	.	.

Table 12. CALENDAR YEAR: Percentile Salaries For Administrative Nursing Faculty by Type of Institution and Title.

TYPE OF INSTITUTION	N	10TH	25TH	50TH	75TH	90TH
Public						
Associate Dean	122	\$57,871	\$63,024	\$70,478	\$78,256	\$82,992
Assistant Dean	60	50,553	56,781	62,330	68,096	81,213
Chair	95	50,480	55,900	63,980	70,000	75,878
Director	113	45,060	50,335	55,500	67,186	78,146
Head	11	40,695	47,510	63,900	90,730	95,310
Coordinator	41	38,949	44,910	50,637	61,148	73,221
Assistant to	7	.	38,316	45,833	55,600	.
Other Title	12	27,265	47,469	56,078	63,976	79,810
Private Secular						
Associate Dean	18	\$52,998	\$58,791	\$76,017	\$85,125	\$94,107
Assistant Dean	7	.	50,000	59,163	63,000	.
Chair	17	48,411	55,663	65,816	89,262	121,200
Director	14	42,014	49,309	60,980	66,065	89,747
Head	0	.	.	.	.	.
Coordinator	4	.	.	.	.	.
Assistant to	5	.	.	.	.	.
Other Title	1	.	.	.	.	.
Private Religious						
Associate Dean	27	\$49,020	\$53,000	\$60,500	\$70,000	\$79,000
Assistant Dean	7	.	53,477	55,000	58,133	.
Chair	10	40,569	53,573	61,802	68,323	90,119
Director	30	41,610	44,978	50,635	61,546	75,175
Head	0	.	.	.	.	.
Coordinator	23	35,454	42,778	49,648	53,065	56,001
Assistant to	3	.	.	.	.	.
Other Title	5	.	.	.	.	.

**Table 13. CALENDAR YEAR: Percentile Salaries For Administrative Nursing Faculty
by University or Four-Year College and Title.**

INSTITUTION	N	10TH	25TH	50TH	75TH	90TH
University						
Associate Dean	163	\$54,876	\$61,190	\$70,255	\$78,395	\$83,929
Assistant Dean	69	50,000	55,704	60,794	66,682	79,531
Chair	119	51,014	57,701	65,000	70,639	79,670
Director	140	44,379	49,660	56,206	66,664	76,997
Head	11	40,695	47,510	63,900	90,730	95,310
Coordinator	57	39,198	47,669	50,637	57,147	66,036
Assistant to	13	35,641	42,694	47,700	55,300	62,002
Other Title	13	29,238	40,078	55,000	63,038	78,480
Four-Year College						
Associate Dean	3	.	.	.	.	.
Assistant Dean	5	.	.	.	.	.
Chair	5	.	.	.	.	.
Director	19	40,844	47,157	51,000	55,162	80,000
Head	0	.	.	.	.	.
Coordinator	12	33,890	38,053	45,127	56,245	61,925
Assistant to	1	.	.	.	.	.
Other Title	5	.	.	.	.	.

**Table 14. CALENDAR YEAR: Percentile Salaries For Administrative Nursing Faculty
by Academic Health Center and Title.**

ACADEMIC HEALTH CENTER	N	10TH	25TH	50TH	75TH	90TH
Yes						
Associate Dean	111	\$57,248	\$65,000	\$73,837	\$79,779	\$87,868
Assistant Dean	31	52,656	58,411	64,008	71,972	81,517
Chair	75	56,077	61,471	68,311	74,708	83,930
Director	71	46,512	52,828	61,322	70,040	78,473
Head	3	.	.	.	.	.
Coordinator	25	44,648	49,114	52,500	61,148	77,328
Assistant to	2	.	.	.	.	.
Other Title	8	.	51,262	60,330	69,104	.
No						
Associate Dean	57	\$52,219	\$57,306	\$62,990	\$72,210	\$78,491
Assistant Dean	43	49,662	54,828	58,133	65,000	74,459
Chair	49	47,117	49,284	57,701	65,281	70,639
Director	90	42,124	46,449	53,290	60,477	72,379
Head	8	.	43,774	54,625	68,055	.
Coordinator	45	36,379	40,849	48,987	55,355	63,028
Assistant to	13	32,662	40,158	45,833	54,432	61,842
Other Title	10	22,810	37,263	53,295	55,939	58,795

APPENDIX A

List of Institutions That Reported Required Data on the 1993-94 Administrative Nursing Faculty Survey

NORTH ATLANTIC REGION

CONNECTICUT

Quinnipiac College
Sacred Heart University
St. Joseph College
University of Connecticut
University of Hartford
Western Connecticut State University

DELAWARE

Delaware State College
University of Delaware
Wilmington College

DISTRICT OF COLUMBIA

Catholic University of America
Georgetown University
Howard University

MAINE

St. Joseph's College
University of Maine
University of Maine-Fort Kent
University of Southern Maine
Westbrook College

MASSACHUSETTS

American International College
Boston College
College of Our Lady of the Elms
Curry College
Framingham State College
Massachusetts College of Pharmacy/
Allied Health Sciences
MGH Institute of Health Professions
Northeastern University
Regis College
Salem State College
University of Massachusetts-Boston
University of Massachusetts-Dartmouth
University of Massachusetts-Lowell
University of Massachusetts Medical
Center
Worcester State College

NEW HAMPSHIRE

Colby-Sawyer College
Saint Anselm College
University of New Hampshire

NEW JERSEY

Bloomfield College
College of St. Elizabeth
Fairleigh Dickinson University
Felician College
Jersey City State College
Kean College of New Jersey
Monmouth College
Rutgers, The State University of New Jersey
Rutgers, The State University of New Jersey-
Camden
Saint Peter's College
Seton Hall University
Thomas Edison State College
Trenton State College
University of Medicine & Dentistry of
New Jersey
William Paterson College

NEW YORK

Adelphi University
Binghamton University
City College of CUNY
College of Mount Saint Vincent
College of New Rochelle
Columbia University
Columbia University Teachers College
D'Youville College
Daemen College
Dominican College of Blauvelt
Elmira College
Hunter College of CUNY
Keuka College
Long Island University
Long Island University-C.W. Post Campus
Molloy College
Nazareth College
New York University
Niagara University

NEW YORK, CONTINUED

Pace University
Roberts Wesleyan College
Russell Sage College
St. John Fisher College
SUNY College at Brockport
SUNY College at Plattsburgh
SUNY Health Science Center/Brooklyn
SUNY Health Science Center/Syracuse
SUNY Institute of Technology
at Utica/Rome
SUNY/Buffalo
SUNY/College at New Paltz
SUNY/Stony Brook
Syracuse University
University of the State of New York
University of Rochester

PENNSYLVANIA

Allentown College
Bloomsburg University
California University of Pennsylvania
Cedar Crest College
College Misericordia
East Stroudsburg University
Eastern College
Edinboro University of Pennsylvania
Gannon University
Hahnemann University
La Salle University
Lycoming College
Mansfield University
Marywood College
Messiah College
Millersville University
Neumann College
Pennsylvania State University
Saint Francis College
Slippery Rock University
Temple University
Thiel College
Thomas Jefferson University
University of Pennsylvania
University of Pittsburgh
University of Scranton
Villanova University
Widener University
Wilkes University
York College of Pennsylvania

RHODE ISLAND

Rhode Island College
University of Rhode Island

VERMONT

University of Vermont

MIDWESTERN REGION

ILLINOIS

Aurora University
Barat College & University of Health
Sciences
Bradley University
Chicago State University
Concordia-West Suburban College of
Nursing
Culver Stockton-Blessing Rieman College
of Nursing
DePaul University
Elmhurst College
Governors State University
Illinois Benedictine College
Illinois Wesleyan University
Lewis University
Loyola University of Chicago
MacMurray College
McKendree College
Millikin University
North Park College
Northern Illinois University
Rockford College
Rush University
Saint Anthony College of Nursing
Sangamon State University
Southern Illinois University
St. Francis Medical Center
St. Joseph College of Nursing
St. Xavier University
Trinity Christian College
University of Illinois at Chicago

INDIANA

Anderson University
Ball State University
Bethel College of Indiana
Goshen College
Indiana State University
Indiana University
Indiana University-Purdue University
Indiana Wesleyan University
Marian College
Purdue University
Purdue University-Calumet Campus
Saint Francis College
Saint Mary's College

INDIANA, CONTINUED

The University of Indianapolis
University of Evansville
University of Southern Indiana
Valparaiso University

IOWA

Allen College of Nursing
Briar Cliff College
Coe College
Drake University
Grand View College
Mount Mercy College
Teikyo Marycrest College
University of Iowa

KANSAS

Baker University
Bethel College of Kansas
Emporia State University
Fort Hays State University
Kansas Newman College
Kansas Wesleyan University
The University of Kansas
The Wichita State University

MICHIGAN

Eastern Michigan University
Ferris State University
Grand Valley State University
Hope/Calvin Colleges
Lake Superior State University
Madonna University
Michigan State University
Northern Michigan University
Oakland University
Saginaw Valley State University
University of Detroit Mercy
University of Michigan
Wayne State University

MINNESOTA

Augsburg College
Bimidji State University
College of St. Benedict
Mankato State University
Minnesota Intercollegiate Nursing
Consortium
The College of St. Catherine
The College of St. Scholastica
University of Minnesota

MISSOURI

Avila College
Central Methodist College
Deaconess College of Nursing

MISSOURI, CONTINUED

Graceland College
Missouri Western State College
Research College of Nursing
Saint Louis University
Southeast Missouri State University
Southwest Missouri State University
University of Missouri-Columbia
University of Missouri-Kansas City
University of Missouri-St. Louis
Webster University
William Jewell College

NEBRASKA

Creighton University
Midland Lutheran College
University of Nebraska Medical Center

NORTH DAKOTA

Jamestown College
Medcenter One College of Nursing
Minot State University
Tri-College University
University of Mary
University of North Dakota

OHIO

Ashland University
Capital University
Cedarville College
Cleveland State University
College of Mount St. Joseph
Franciscan University of Steubenville
Franklin University
Kent State University
Malone College
Medical College of Ohio
Miami University
Ohio State University
Ohio University
Ohio Wesleyan University
University of Akron
University of Cincinnati
Ursuline College
Walsh University
Wright State University
Xavier University
Youngstown State University

SOUTH DAKOTA

Augustana College
South Dakota State University

WISCONSIN

Alverno College
Bellin College of Nursing

WISCONSIN, CONTINUED

Cardinal Stritch College
Columbia College of Nursing
Edgewood College
Marian College of Fond du Lac
Marquette University
University of Wisconsin-Eau Claire
University of Wisconsin-Green Bay
University of Wisconsin-Madison
University of Wisconsin-Milwaukee
University of Wisconsin-Oshkosh

SOUTHERN REGION

ALABAMA

Auburn University
Auburn University at Montgomery
Jacksonville State University
Oakwood College
Samford University
Troy State University
Tuskegee University
The University of Alabama
University of Alabama at Birmingham
University of Alabama-Huntsville
University of South Alabama

ARKANSAS

Arkansas State University
Arkansas Tech University
Harding University
Henderson State University
University of Arkansas for Medical Sciences
University of Central Arkansas

FLORIDA

Barry University
Bethune-Cookman College
Florida A & M University
Florida Atlantic University
Florida State University
Jacksonville University
Pensacola Christian College
University of Central Florida
University of Florida
University of Miami
University of North Florida
University of South Florida
University of Tampa

GEORGIA

Albany State College
Armstrong State College
Brenau University

GEORGIA, CONTINUED

Clayton State College
Emory University
Georgia College
Georgia Southern University
Georgia Southwestern College
Georgia State University
Kennesaw State College
Medical College of Georgia
North Georgia College
Valdosta State College

KENTUCKY

Bellarmino College
Berea College
Kentucky Wesleyan College
Murray State University
Northern Kentucky University
Spalding University
University of Kentucky
University of Louisville
Western Kentucky University

LOUISIANA

Louisiana State University Medical Center
McNeese State University
Nicholls State University
Northeast Louisiana University
Our Lady of Holy Cross College
Southeastern Louisiana University
University of Southwestern Louisiana

MARYLAND

College of Notre Dame of Maryland
Coppin State College
Johns Hopkins University
Salisbury State University
Towson State University
University of Maryland-Baltimore
USUHS Graduate School of Nursing

MISSISSIPPI

Alcorn State University
Mississippi College
Mississippi University for Women
University of Southern Mississippi
University of Mississippi

NORTH CAROLINA

East Carolina University
Gardner-Webb College
Lenoir-Rhyne College
North Carolina A&T State University
Pembroke State University
Queens College
University of North Carolina-Chapel Hill

NORTH CAROLINA, CONTINUED

University of North Carolina-Greensboro
 University of North Carolina-Wilmington
 Winston-Salem State University

OKLAHOMA

Langston University
 Northeastern State University
 Northwestern Oklahoma State University
 Oklahoma City University
 Oral Roberts University
 Southern Nazarene University
 Southwestern Oklahoma State University
 The University of Tulsa
 University of Central Oklahoma
 University of Oklahoma

PUERTO RICO

University of Puerto Rico-Mayaguez

SOUTH CAROLINA

Clemson University
 Lander College
 Medical University of South Carolina
 South Carolina State College
 University of South Carolina
 University of South Carolina at Aiken
 University of South Carolina-Spartanburg

TENNESSEE

Austin Peay State University
 Belmont College
 Carson-Newman College
 East Tennessee State University
 Memphis State University
 Middle Tennessee State University
 Southern College of Seventh Day Adventists
 Tennessee State University
 Tennessee Technological University
 Union University
 University of Tennessee-Chattanooga
 University of Tennessee-Knoxville
 University of Tennessee at Martin
 University of Tennessee-Memphis
 Vanderbilt University

TEXAS

Angelo State University
 Baylor University
 East Texas Baptist University
 Houston Baptist University
 Lamar University
 Midwestern State University
 Prairie View A & M University
 Southwestern Adventist College
 Texas Christian University

TEXAS, CONTINUED

Texas Tech University Health Science Center
 Texas Woman's University
 University of Mary Hardin-Baylor
 University of Texas Health Science Center-Houston
 University of Texas Health Science Center-San Antonio
 University of Texas-Arlington
 University of Texas-Austin
 University of Texas-El Paso
 University of Texas-Pan American
 University of Texas-Tyler
 West Texas State University

VIRGINIA

Christopher Newport University
 Clinch Valley College
 Eastern Mennonite College
 George Mason University
 James Madison University
 Lynchburg College
 Marymount University
 Norfolk State University
 Old Dominion University
 Radford University
 Shenandoah University
 University of Virginia
 Virginia Commonwealth University

WEST VIRGINIA

Alderson-Broadbent College
 Marshall University
 University of Charleston
 West Virginia University
 West Virginia Wesleyan College
 Wheeling Jesuit College

WESTERN REGION**ALASKA**

University of Alaska Anchorage

ARIZONA

Arizona State University
 Grand Canyon University
 Northern Arizona University
 University of Arizona

CALIFORNIA

Azusa Pacific University
 California State University-Bakersfield
 California State University-Chico
 California State University-Dominguez Hills
 California State University-Fresno

CALIFORNIA, CONTINUED

California State University-Fullerton
California State University-Hayward
California State University-Los Angeles
California State University-Northridge
California State University-Sacramento
California State University-Stanislaus
Dominican College of San Rafael
Humboldt State University
Loma Linda University
Mt. St. Mary's College
Samuel Merritt-Saint Mary's Intercollegiate
Nursing Program
San Diego State University
San Francisco State University
San Jose State University
Sonoma State University
University of California-San Francisco
University of San Diego
University of San Francisco
University of Southern California

COLORADO

Metropolitan State College
University of Colorado Health Science
Center
University of Northern Colorado
University of Southern Colorado

GUAM

University of Guam

HAWAII

University of Hawaii at Manoa

IDAHO

Boise State University
Idaho State University
Lewis-Clark State College

MONTANA

Montana State University
Northern Montana College

NEVADA

University of Nevada-Las Vegas
University of Nevada-Reno

NEW MEXICO

New Mexico State University
University of New Mexico

OREGON

Oregon Health Sciences University
University of Portland

UTAH

Brigham Young University
University of Utah
Weber State University
Westminster College

WASHINGTON

Intercollegiate Center for Nursing Education
Pacific Lutheran University
Saint Martin's College
Seattle University
University of Washington

APPENDIX B

Carnegie Classification Definitions

Comprehensive Universities and Colleges I: These institutions offer baccalaureate programs and, with few exceptions, graduate education through the masters degree. More than half of their baccalaureate degrees are awarded in two or more occupational or professional disciplines such as engineering or business administration. All of the institutions in this group enroll at least 2,500 students.

Comprehensive Universities and Colleges II: These institutions award more than half of their baccalaureate degrees in two or more occupational or professional disciplines, such as engineering or business administration, and many also offer graduate education through the masters degree. All of the colleges and universities in this group enroll between 1,500 and 2,500 students.

Doctorate-Granting Universities I: In addition to offering a full range of baccalaureate programs, the mission of these institutions includes a commitment to graduate education through the doctorate degree. They award at least 40 Ph.D. degrees annually in five or more academic disciplines.

Doctorate-Granting Universities II: In addition to offering a full range of baccalaureate programs, the mission of these institutions includes a commitment to graduate education through the doctorate degree. They award annually 20 or more Ph.D. degrees in at least one discipline or 10 or more Ph.D. degrees in three or more disciplines.

Liberal Arts Colleges I: These highly selective institutions are primarily undergraduate colleges that award more than half of their baccalaureate degrees in arts and science fields.

Liberal Arts Colleges II: These institutions are primarily undergraduate colleges that are less selective and award more than half of their degrees in liberal arts fields. This category also includes a group of colleges that award less than half of their degrees in liberal arts fields but, with fewer than 1,500 students, are too small to be considered comprehensive.

Research Universities I: These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate degree, and give high priority to research. They receive annually at least \$33.5 million in federal support and award at least 50 Ph.D. degrees each year.

Research Universities II: These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate degree, and give high priority to research. They receive annually between \$12.5 million and \$33.5 million in federal support for research and development and award at least 50 Ph.D. degrees each year.

Professional Schools and Other Specialized Institutions: These institutions offer degrees ranging from the bachelor's to the doctorate. At least 50 percent of the degrees awarded by these institutions are in a single specialized field.

Two-Year Community, Junior and Technical Colleges: These institutions offer certificate or degree programs through the Associate of Arts level and, with few exceptions, offer no baccalaureate degrees.

Source: The Carnegie Foundation for the Advancement of Teaching, *A Classification of Institutions of Higher Education*, 1987 Edition, 1987, Princeton University Press, Lawrenceville, New Jersey.



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